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ABSTRACT

The rich complexity of the concepts of masculinity and femininity has been reflected in personality measures in at least two different ways: by employing a variety of subscales with comparatively homogeneous items or by using a single scale with comparatively heterogeneous items. The Personal Attributes Questionnaire (PAQ) was the subject of an intensive study designed to elaborate the construct interpretation of the six PAQ scales. A data base including a large battery of well-known self-report personality inventories and a systematic sample of personality ratings made by multiple judges was established for a mixed-sex sample of 116 college sophomores. Separate analyses of the data by sex indicated a strong intellectuality component in high M- scale scores in females, which refined the meaning of the PAQ scales. These results, in conjunction with outcomes congruent with previous PAQ studies, support the notion that the PAQ provides differentiated measurement of personality traits within the broad domain of masculinity-femininity. (Author/JAC)

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The Personal Attributes Questionnaire:

A Conceptual Analysis

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The Personal Attributes Questionnaire

A Conceptual Analysis[1]

Investigators interested in the concepts of masculinity and femininity have long recognized their multifaceted and multidimensional nature. Aspects of the domain extend well beyond the notion of biological gender to include secondary sexual characteristics, gender identity, sex roles, and personality traits. As personality traits, masculinity and femininity retain much of this multidimensionality. This rich complexity has been reflected in personality measures in at least two different ways: by employing a variety of subscales with comparatively homogeneous items (e.g. Terman & Miles, 1936), or by using a single scale with comparatively heterogeneous items (e.g. Gough, 1952).

The current generation of personality measures of masculinity and femininity has emphasized the first of these approaches; and by virtue of its six different scales, it is the Personal Attributes Questionnaire(PAQ) (Spence, Helmreich & Stapp, 1974; Spence & Helmreich, 1978; Spence, Helmreich & Holahan, 1979) which provides the most differentiated picture of masculinity and femininity. The 40-item PAQ includes measures of the socially desirable qualities of both instrumentality or agency (M+) and communion(F+) as well as the socially undesirable aspects of these same constructs: unmitigated agency (M-) and unmitigated communion (Fc-). A second representation of the socially undesirable components of femininity is assessed in a measure of verbal aggressiveness (Fva-). Additionally, there is a bi-polar scale mixing items containing themes of agency and absence of emotional vulnerability (M-F). Despite its rather short history, the PAQ has already generated a number of studies supporting the claim that it is a reliable and valid instrument for assessing the specified portions of the domain of masculinity and femininity (Helmreich, Spence & Holahan, 1979;

Helmreich, Spence & Wilhelm, in press; Holahan & Spence, 1980; see also previously cited Spence et al. references).

Gough (1965) has described the process by which one proceeds from a test score to its full interpretation as a conceptual analysis composed of three stages. First, it is necessary to develop a psychometric understanding of the scale, and to verify that the rationale underlying the construction of the measure has been realized. Second, a psychological understanding of the scale must be acquired by examining the items and reviewing the scale development procedure; and also by fixing the measure in some psychological frame of reference by examining its relationship to a host of other measures in order to specify the scales's personological implications. Finally, one must search for unanticipated non-test implications of the measure in order to define the full range of the scale's meaning.

Much of the literature dealing with the validity of the PAQ scales naturally emphasizes the first stages of conceptual analysis. Here, the focus is: scale development issues, the obtained sex differences in the expected directions, the internal consistency of the items in each scale, and the independence of each scale from the others- particularly the orthogonality of the M+ and F+ scales. There has been additional work in developing a psychological understanding of the PAQ by relating it to other self-report measures, particularly the Texas Social Behavior Inventory, the Attitudes Toward Women Scale, and the Work and Family Orientation Questionaire (Spence & Helmreich, 1978).

The purpose of the research reported here is to expand the base of the latter stages of conceptual analysis of the PAQ by including a larger variety of self-report measures. Also, this base will include data from an entirely different domain of personality measurement--observer ratings. Thus, the continuing search for the full implications of the PAQ scales will be pointed in a direction

rather different from previous researches.

Method

The sample studied included 59 males and 57 females seen over a four year period at the Institute of Personality Assessment and Reaserch (IPAR) located on the campus of the University of California, Berkeley. All subjects were currently enrolled sophomores at the University at the time of their assessment. Subjects were randomly selected from a list of students maintained by the University administration and invited to participate in the IPAR assessment program. Only students who then agreed to participate became subjects in the program. The assessment staff consisted of 16 females and 20 males, ranging from advanced graduate students enrolled in a year-long personality assessment seminar to experienced professional psychologists on the permanent IPAR staff.

The assessment program employed a day-long "living-in" type of procedure which has its roots in Murray's Harvard Psychological Clinic and has been evolving at IPAR for more than 30 years. Briefly, the assessment procedure called for the completion of a large battery of self-report measures, including the PAQ, during the week prior to the assessment day. Subjects then came to IPAR in small groups, usually of five males and five females, where they were received by a mixed-sex panel of 15-18 staff members. The activities of the assessment day included the administration of additional tests, interviews, and group procedures including a leaderless group discussion and team charades. During meals and breaks there was considerable informal contact between the subjects and staff members. Following the assessment day, each subject was described with the California Q-Set (Block, 1961) by five staff members and with the Adjective Check List (Gough & Heilbrun, 1980) by ten staff members. Judges provided these descriptions independently of each other, and without knowledge of subjects' performance on the various tests and inventories.

Results and Discussion

The general logic of data analysis followed involves first a focus on the sample's performance on the PAQ; and then, for each sex, examining the correlations between the PAQ scales and the pool of assessment data, including other self-report personality scales and especially the composite staff descriptions. It is important to note that these staff descriptions, unweighted composites of the judges' Q-Sorts and Adjective Check Lists, showed appreciable reliability. For the California Q-Set, the average alpha reliability of the composites was .74; for the Adjective Check List, the average Spearman-Brown reliability of the composites was .80.

The means, standard deviations, and intercorrelations of the six PAQ scales found here are not remarkably different from results obtained in other studies of comparable populations (e.g. Spence & Helmreich, 1978; Spence, Helmreich & Holahan, 1979; Helmreich, Spence & Wilhelm, in press). All of the mean scale sex differences were in the expected direction, though the magnitudes of these differences tended to be smaller than the differences found elsewhere. In the PAQ scale intercorrelation matrix there were three discrepancies from results found in large student samples: In males, the M-,Fc- negative correlation was larger than expected; and for females, where small positive correlations were expected between F+ and Fc- and between M-F and M-, very small negative correlations obtained. Considering the comparatively small size of the IPAR sample, these differences are probably attributable to sampling error.

The complete results of the conceptual analyses undertaken are too numerous to report here, so representative examples must suffice. The general character of our findings may be illustrated with a discussion of the correlates of the M-scale. This scale was designed to assess aspects of socially undesirable and sterotypically masculine attributes, particularly the construct of unmitigated

agency. This theme was clearly revealed in our sample. For example, in males the following Q-Sort and Adjective Check List items were significantly correlated to the M- scale: "Expresses hostile feelings directly"(r=.38);"Is guileful, deceitful, manipulative and opportunistic"(r=.35); "Is power oriented; values power in self or others"(r=.35); "opportunistic"(r=.36); "aggressive" (r=.32); and "tough"(r=.31). In females, a similar theme is manifested in items such as: "Tends to be rebellious and non-conforming"(r=.26); "Has high aspiration level for self"(r=.26); "aggressive"(r=.35); "individualistic"(r=.34); and "strong"(r=.34). Further verification of the M- scale's ability to assess unmitigated agency may be found in the self-report domain, where the Adjective Check List scales of Aggression, Exhibition, and Autonomy were significantly correlated to M- in both sexes.

Previous work by Spence, Helmreich, and Holahan (1979) suggests that M- should be related to a propensity for acting out in both sexes, and neuroticism in females but not males. These findings too were corroborated in the IPAR data. For both males and females, the Self-Control scales of both the Adjective Check List and California Psychological Inventory (Gough, 1975) were significantly negatively correlated with M-. Staff descriptions of males elaborate this theme: "Characteristically pushes and tries to stretch limits; sees what he can get away with"(r=.30); "Various needs tend toward relatively direct and uncontrolled expression; unable to delay gratification"(r=.28). And while elements of neuroticism were missing from the list of significant correlates of the M- scale in males, this was not the case for females, where the items "Is subjectively unaware of self-concern, feels satisfied with self"(r=-.34); "wholesome"(r=-.32); and the Personal Adjustment Scale of the Adjective Check List (r=-.48) suggest neurotic trends.

Self-report and observer rating methods converge in their indications--

high scores on the M- scale suggest unmitigated agency and undercontrol of impulse, with an additional element of neuroticism for females only. But there is yet another aspect of the woman who scores high on M-; she is seen as having intellectual interests and abilities, as indicated by the Q-Sort items: "Genuinely values intellectual and cognitive matters"(r=.42); and "Appears to have a high degree of intellectual capacity"(r=.31). It is important to add that the M- scale was uncorrelated to ability measures such as SAT scores. This suggests that among bright and capable women, as were nearly all those seen at IPAR, a high score on M- will be earned by those who are uncertain of themselves and somewhat undercontrolled, who choose to emphasize their intellectual skills and behave in a strongly agentic fashion, perhaps in an attempt to directly confront and overcome traditional resistances to their autonomy.

Though time does not permit a discussion of the other PAQ scales, the pattern of findings, which are available upon request, resembles those already reported in this respect: There is strong evidence supporting Spence and Helmreich's (1978; Spence, Helmreich & Holahan, 1979) construct interpretation of the PAQ scales; earlier findings concerning the interpretive meaning of the scales have been replicated; and new implications, such as intellectuality as a correlate of M- scores in women, were also obtained. These may now be included in the conceptual realm of the PAQ.

Footnotes

[1]The author is grateful to Harrison G. Gough for his helpful comments on earlier drafts of this manuscript. Also, the efforts of all the members of the IPAR assessment staff are greatly appreciated.

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Table I

PAQ Scale Means and Standard Deviations

	Males	Females
M+	21.56 5.22	20.88 5.63
F+	23.14 4.12	23.61 3.68
M-F+	16.12 4.22	14.72 3.93
M-	12.88 5.19	12.87 4.46
Fc-	5.53 1.87	6.04 2.33
Fva-	5.08 2.04	6.39 2.53

Males: N=59
Females: N=57

Table II

Intercorrelation Matrix of PAQ Scales

	M+	F+	M-F+	M-	Fc-	Fva-
M+	--	.03	.61	.34	-.47	-.28
F+	.29	--	-.19	-.51	.02	-.12
M-F+	.60	-.06	--	.23	-.26	-.13
M-	.04	-.39	-.07	--	-.40	.21
Fc-	-.43	-.10	-.36	.01	--	.09
Fva-	-.37	-.35	-.37	.41	.33	--

Correlations for males (N=59) are above the main diagonal; those for females (N=57) are below the diagonal

Table III

Reliability of Observer Ratings

	Males(N=59)	Females(N=57)	Total(N=116)
California Q-Sort			
Mean Alpha	.74	.75	.74
Range of Alphas	.40-.90	.46-.91	.40-.91
Q1	.59	.68	.66
Q2(Median)	.74	.74	.74
Q3	.82	.84	.82
Staff Adjective Check List			
Mean Spearman-Brown r	.79	.80	.80
Range of r	.36-.90	.54-.94	.36-.94
Q1	.70	.74	.74
Q2(median)	.80	.80	.80
Q3	.84	.84	.84

Table IV

Number of Significant ($p \leq .05$) Findings

for PAQ Scales in Four Data Domains

PAQ Scale	CQ items 100 items	Staff ACL items 300 items	ACL self-report scales 37 scales	CPI-MMPI scales 30 scales
M+	35/23	88/35	22/24	24/24
F+	8/21	16/42	16/13	6/6
M-F+	14/12	58/30	14/20	10/17
M-	15/14	48/32	20/25	12/8
Fc-	15/18	41/40	19/9	19/7
Fva-	34/2	53/11	9/19	6/12

Note: Entries are # of findings for males/# of findings for females.

Table V

Selected Significant Correlations of PAQ Scales by Sex

The items listed in the following 12 pages of Table V were selected as follows: For each sex x scale x data source unit, all variables with a significant correlation with the PAQ scale were selected for preliminary study. The total number of such findings, for each sex x scale x data source unit are reported in Table IV. Within each sex x scale x data source unit, the correlations were seperated by sign and then rank-ordered by magnitude. For the California Q-sort, ACL self-report scales, and CPI-MMPI scales, the five variables with the largest magnitude (positive and negative) correlations are listed. For staff ACL items, ten rather than five correlations are reported.

M+ Males

Positive correlates:

CQ items: Is subjectively unaware of self-concern; feels satisfied with self (.52). Interested in members of the opposite sex(.44). Regards self as physically attractive(.38). Emphasizes being with others; gregarious(.38). Has high aspiration level for self(.37).

Staff ACL items: steady(.51) healthy(.50) wholesome(.50) contented(.49) masculine(.49) natural(.49) practical(.46) stable(.43) confident(.42) good-looking(.42)

ACL self-report scales: Self-Confidence(.70) Dominance(.69) Free Child(.65) Heterosexuality(.62) Exhibition(.59)

CPI-MMPI scales: Social Presence(.57) Self-Acceptance(.56) Dominance(.55) Sociability(.54) Social Desirability(.49)

Negative correlates:

CQ items: Feels cheated and victimized by life; self-pitying(-.57). Tends to ruminate and have persistent, preoccupying thoughts(-.56). Is self-defeating(-.43). Is basically anxious(-.43). Feels a lack of personal meaning in life(-.41)

Staff ACL items: queer(-.46) dissatisfied(-.46) nervous(-.45) confused(-.44) fearful(-.44) self-pitying(-.43) unstable(-.43) complicated(-.42) tense(-.40) complaining(-.39)

ACL self-report scales: Counseling Readiness(-.72) Abasement(-.64) Self-Control (-.48) Adapted Child(-.48) Succorance(-.46)

CPI-MMPI scales: Social Introversion(-.66) Depression(-.53) Anxiety(-.46) Psychasthenia(-.45) Ego Control 5(-.39)

M4. Females

Positive correlates:

CQ items: Is subjectively unaware of self-concern; feels satisfied with self (.49). Is productive; gets things done(.38). Is turned to for advice and reassurance(.36). Is power-oriented; values power in self or others (.36). Has high aspiration level for self(.35).

Staff ACL items: persistent(.39) steady(.38) practical(.37) foresighted(.36) tough(.36) stern(.35) conventional(.34) persevering(.33) industrious(.32) ambitious(.31)

ACL self-report scales: Self-Confidence(.71) Dominance(.69) Favorable Items (.60) Affiliation(.60) Achievement(.59)

CPI-MMPI scales: Social Desirability(.56) Dominance(.54) Autonomy(.50) Self-Acceptance(.47) Sociability(.39)

Negative correlates:

CQ items: Concerned with own adequacy as a person, either at conscious or unconscious levels(-.46). Is self-defeating(-.40). Gives up and withdraws where possible in the face of frustration and adversity(-.39). Enjoys esthetic impressions; is esthetically reactive(-.39). Is introspective and concerned with self as an object(-.38).

Staff ACL items: Self-punishing(-.48) artistic(-.44) dreamy(-.36) unrealistic (-.35) imaginative(-.32) sentimental(-.32) self-denying(-.31) unstable(-.31) queer(-.30) reflective(-.29)

ACL self-report scales: Abasement(-.70) Succorance(-.62) Adapted Child(-.55) Unfavorable Items(-.36) Deference(-.30)

CPI-MMPI scales: Depression(-.63) Anxiety(-.62) Psychasthenia(-.59) Social Introversion(-.52) Psychopathic Deviate(-.42)

F+ Males

Positive correlates:

CQ items: Is concerned with philosophical problems; e.g., religions, values, the meaning of life, etc.(.37). Enjoys esthetic impressions, is esthetically reactive(.36). Has insight into own motives and behavior (.34). Evaluates the motivation of others in interpreting situations(.28). Is an interesting, arresting person(.26).

Staff ACL items: thoughtful(.41) idealistic(.40) reflective(.39) complicated(.35) artistic(.32) imaginative(.31) civilized(.30) insightful(.29) sensitive(.29) conscientious(.27)

ACL self-report scales: Nurturance(.48) Feminine Attributes(.35) Intraception (.35) Military Leadership(.35) Favorable Items(.34)

CPI-MMPI scales: Empathy(.37) Dominance(.30) Masculinity-Femininity(.30) Good Impression(.29) Achievement via Conformance(.28)

Negative correlates:

CQ items: Is uncomfortable with uncertainty and complexities(-.33) Is a talkative individual(-.29)

Staff ACL items: unambitious(-.42) spineless(-.43) unemotional(-.36) shiftless(-.33)

ACL self-report scales: Unfavorable Items(-.31) Autonomy(-.27)

CPI-MMPI scales:

F+ Females

Positive correlates:

CQ items: Is power oriented; values power in self or others(.41). Has social poise and presence; appears socially at ease(.36). Is subjectively unaware of self-concern; feels satisfied with self(.34). Is socially perceptive of a wide range of interpersonal cues(.32). Tends to perceive many different contexts in sexual terms; eroticizes situations(.32).

Staff ACL items: enthusiastic(.34) optimistic(.34) organized(.34) sociable(.34) opportunistic(.33) kind(.32) outgoing(.32) cheerful(.30) helpful(.30) honest(.30)

ACL self-report scales: Feminine Attributes(.56) Nurturance(.55) Communality (.49) Affiliation(.47) Personal Adjustment(.45)

CPI-MMPI scales: Communality(.47) Achievement via Conformance(.34) Dominance (.32) Sociability(.30) Responsibility(.27)

Negative correlates:

CQ items: Is self-defeating(-.40). Gives up and withdraws where possible in the face of frustration and adversity(-.39). Is basically anxious(-.36). Is introspective and concerned with self as an object(-.32). Enjoys esthetic impressions; is esthetically reactive(-.31).

Staff ACL items: preoccupied(-.38) slow(-.36) retiring(-.33) queer(-.32) nervous(-.31) worrying(-.31) fearful(-.30) peculiar(-.30) withdrawn(-.30) self-pitying(-.29)

ACL self-report scales: Unfavorable Items(-.38)

CPI-MMPI scales: Infrequency(-.30)

M-F+ Males

Positive correlates:

CQ items: Is subjectively unaware of self-concern; feels satisfied with self(.63). Has high aspiration level for self(.27).

Staff ACL items: informal(.45) self-confident(.45) natural(.39) poised(.38) wholesome(.37) masculine(.35) confident(.35) practical(.35) steady(.35) contented(.33)

ACL self-report scales: Dominance(.45) Self-Confidence(.42) Achievement(.41) Free Child(.31) Change(.36)

CPI-MMPI scales: Dominance(.31) Ego Resiliancy(.29)

Negative correlates:

CQ items: Feels cheated and victimized by life; self-pitying(-.43). Tends to ruminate and have persistent, preoccupying thoughts(-.41). Evaluates the motivation of others in interpreting situations(-.36). Is introspective and concerned with self as an object(-.34). Over-reactive to minor frustrations; irritable(-.33).

Staff ACL items: dissatisfied(-.46) complicated(-.42) fearful(-.39) irritable (-.38) moody(-.38) pessimistic(-.36) wary(-.36) complaining(-.35) anxious(-.34) suspicious(-.34)

ACL self-report scales: Counseling Readiness(-.42) Abasement(-.41) Adapted Child(-.34) Self-Control(-.32) Deference(-.31)

CPI-MMPI scales: Psychasthenia(-.46) Social Introversion(-.42) Masculinity-Femininity(-.35) Anxiety(-.33) Depression(-.32)

M-F+ Females

Positive correlates:

CQ items: Prides self on being "objective," rational(.39). Handles anxiety and conflicts by, in effect, refusing to recognize their presence; repressive or dissociative tendencies(.31). Is critical, skeptical, not easily impressed(.28). Is basically distrustful of people in general; questions their motivations(.27). Is subjectively unaware of self-concern; feels satisfied with self(.27).

Staff ACL items: unexcitable(.51) stern(.36) rigid(.34) unemotional(.34) logical(.31) painstaking(.31) cold(.28) persistent(.28)

ACL self-report scales: Ideal Self(.51) Adult(.50) Masculine Attributes(.48) Favorable Items(.43) Affiliation(.43)

CPI-MMPI scales: Social Desirability(.48) Ego Strength(.43) Ego Resiliancy(.39) Autonomy(.37) Correction(.34)

Negative correlates:

CQ items: Is skilled in social techniques of imaginative play, pretending, and humor(-.29). Is introspective and concerned with self as an object (-.28). Is facially and/or gesturally expressive(-.28). Is concerned with philosophical problems; e.g., religions, values, the meaning of life, etc.(-.28). Anxiety and tension find outlet in bodily symptoms(-.27).

Staff ACL items: sensitive(-.43) imaginative(-.42) sophisticated(-.42) artistic(-.39) generous(-.36) helpful(-.36) sympathetic(-.36) sentimental (-.35) warm(-.35) emotional(-.34)

ACL self-report scales: Succorance(-.53) Abasement(-.52) Adapted Child(-.49) Unfavorable Items(-.32)

CPI-MMPI scales: Masculinity-Femininity(-.52) Anxiety(-.50) Femininity(-.47) Depression(-.45) Paranoia(-.44)

M- Males

Positive correlates:

CQ items: Expresses hostile feelings directly(.38). Is guileful and deceitful, manipulative, opportunistic(.35). Is power oriented; values power in self or others(.35). Characterisically pushes and tries to stretch limits; sees what he can get away with(.30). Values own independence and autonomy(.30).

Staff ACL items: opportunistic(.36) aggressive(.32) enterprising(.32) hard-headed(.32) show-off(.32) tough(.31) pleasure-seeking(.30) resourceful(.30) energetic(.30) zany(.30)

ACL self-report scales: Masculine Attributes(.54) Aggression(.52) Autonomy(.51) Exhibition(.45) Critical Parent(.40)

CPI-MMPI scales: Social Presence(.36) Self-Acceptance(.32) Modernity(.30)

Negative correlates:

CQ items: Behaves in a sympathetic or considerate manner(-.36). Behaves in an ethically consistent manner; is consistent with own personal standards (-.36). Has insight into own motives and behavior(-.33). Is introspective and concerned with self as an object(-.32). Behaves in a giving way toward others(-.30)

Staff ACL items: sensitive(-.44) gentle(-.41) modest(-.39) affectionate(-.36) reflective(-.36) mannerly(-.34) unassuming(-.34) appreciative(-.33) shy(-.33) sincere(-.32)

ACL self-report scales: Nurturance(-.53) Self-Control(-.45) Deference(-.44) Abasement(-.43) Feminine Attributes(-.40)

CPI-MMPI scales: Ego Control 5(-.47) Depression(-.38) Self-Control(-.33) Hysteria(-.31) Good Impression(-.29)

M- Females

Positive Correlates:

CQ items: Genuinely values intellectual and cognitive matters(.42). Appears to have a high degree of intellectual capacity(.31). Anxiety and tension find outlet in bodily symptoms(.27). Tends to be rebellious and non-conforming(.26). Has high aspiration level for self(.26).

Staff ACL items: complicated(.40) sulky(.36) aggressive(.35) touchy(.35) individualistic(.34) strong(.34) rebellious(.32) temperamental(.31) dominant(.30) hard-headed(.30)

ACL self-report scales: Aggression(.49) Unfavorable Items(.46) Critical Parent(.44) Exhibition(.38) Autonomy(.38)

CPI-MMPI scales: Infrequency(.30) Hypomania(.30)

Negative correlates:

CQ items: Is subjectively unaware of self-concern; feels satisfied with self(-.34). Does not vary roles; relates to everyone in the same way(-.34). Is protective of those close to her(-.33). Creates and exploits dependency in people(-.32). Behaves in an ethically consistent manner; is consistent with own personal standards(-.31)

Staff ACL items: optimistic(-.32) wholesome(-.32) easy going(-.30) meek(-.30) effeminate(-.28) friendly(-.28) tolerant(-.27) cautious(-.26) gentle(-.25)

ACL self-report scales: Nurturance(-.58) Nurturing Parent(-.49) Personal Adjustment(-.48) Communality(-.47) Self-Control(-.41)

CPI-MMPI scales: Ego Control 5(-.48) Self-Control(-.36) Lie(-.34) Communality(-.31) Correction(-.30)

Fc- Males

Positive correlates:

CQ items: Genuinely submissive; accepts domination comfortably(.38). Is vulnerable to real or fancied threat, generally fearful(.37). Arouses nurturant feelings in others(.36). Has a readiness to feel guilty (.29)

Staff ACL items: reserved(.35) feminine(.32) superstitious(.31) mild(.30) shy(.30) unassuming(.30) obliging(.29) meek(.28) effeminate(.27) praising (.27)

ACL self-report scales: Abasement(.50) Counseling Readiness(.45) Feminine Attributes(.39) Deference(.39) Self-Control(.32)

CPI-MMPI scales: Psychasthenia(.47) Anxiety(.39) Ego Control 5(.38) Depression(.35) Social Introversion(.37)

Negatative correlates:

CQ items: Characteristically pushes and tries to stretch limits; sees what he can get away with(-.38). Is guileful and deceitful, manipulative, opportunistic(-.37). Values own independence and autonomy(-.36). Initiates humor(-.35). Is self-dramatizing, histrionic(-.31).

Staff ACL items: hard-headed(-.46) sharp-witted(-.39) versatile(-.38) argumenative(-.37) initiative(-.35) independent(-.34) demanding(-.33) precise(-.33) shrewd(-.33) intelligent(-.33)

ACL self-report scales: Masculine Attributes(-.50) Exhibition(-.48) Dominance(-.46) Autonomy(-.43) Self-Confidence(-.41)

CPI-MMPI scales: Dominance(-.48) Self-Acceptance(-.45) Modernity(-.45) Social Presence(-.42) Social Desirability(-.40)

Fc- Females

Positive correlates:

CQ items: Arouses nurturant feelings in others(.44).Behaves in a sympathetic or considerate manner(.36). Has warmth; has the capacity for close relationships; compassionate(.33). Behaves in a giving way toward others(.32). Genuinely submissive; accepts domination comfortably(.30).

Staff ACL items: soft-hearted(.39) good-looking(.36) appreciative(.36) friendly(.33) cooperative(.32) affectionate(.31) pleasant(.31) good-natured(.30) warm(.30) trusting(.28)

ACL self-report scales: Succorance(.29) Abasement(.29) Deference(.28)

CPI-MMPI scales: Anxiety(.32) Depression(.29)

Negative correlates:

CQ items: Tends to project her own feelings and motivations onto others(-.44). Expresses hostile feelings directly(-.42). Is critical, skeptical, not easily impressed(-.33). Has hostility toward others(-.32). Is basically distrustful of people in general; questions their motivations(-.32)

Staff ACL items: opinionated(-.46) tough(-.40) argumenative(-.37) defensive (-.37) persistent(-.37) rigid(-.37) outspoken(-.36) prejudiced(-.36) stubborn(-.36) tactless(-.35)

ACL self-report scales: Masculine Attributes(-.55) Achievement(-.36) Critical Parent(-.32) Dominance(-.30) Ideal Self(-.30)

CPI-MMPI scales: Self-Acceptance(-.35) Dominance(-.29) Ego Resiliancy(-.28) Modernity(-.27) Social Desirability(-.27)

Fva- Males

Positive correlates:

CQ items: Is subtly negativistic; tends to undermine and obstruct or sabotage(.40). Over-reactive to minor frustrations; irritable(.38). Extrapunitive; tends to transfer or project blame(.36). Feels cheated and victimized by life; self-pitying(.36). Has hostility toward others (.35).

Staff ACL items: pessimistic(.51) gloomy(.47) complaining(.44) cynical(.41) bitter(.40) unstable(.40) irritable(.39) worrying(.38) resentful(.37) touchy(.37)

ACL self-report scales: Adapted Child(.35) Succorance(.34) Unfavorable Items (.29)

CPI-MMPI scales: Anxiety(.36) Masculinity-Femininity(.35) Responsibility(.31) Social Introversion(.31)

Negative correlates:

CQ items: Emphasizes being with others; gregarious(-.42). Behaves in a giving way toward others(-.40). Has warmth; has the capacity for close relationships; compassionate(-.40). Is cheerful(-.37). Tends to arouse liking and acceptance in people(-.36).

Staff ACL items: leisurely(-.44) natural(-.37) warm(-.36) friendly(-.31) masculine(-.31) unselfish(-.30) appreciative(-.29) relaxed(-.29) affectionate(-.27) good-natured(-.27)

ACL self-report scales: Personal Adjustment(-.40) Nurturing Parent(-.36) Affiliation(-.33) Heterosexuality(-.32) Nurturance(-.29)

CPI-MMPI scales: Well-Being(-.27) Correction(-.27)

Fva- Females

Positive correlates:

CQ items: Anxiety and tension find outlet in bodily symptoms(.30)

Staff ACL items: rattlebrained(.41) whiny(.33) sly(.29) snobbish(.28) deceitful(.27) unrealistic(.27)

ACL self-report scales: Unfavorable Items(.42) Adapted Child(.42) Succorance (.34) Aggression(.31) Critical Parent(.29)

CPI-MMPI scales: Anxiety(.37) Depression(.35) Psychasthenia(.29) Social Introversion(.26)

Negative Correlates:

CQ items: Is calm, relaxed in manner(-.29)

Staff ACL items: civilized(-.34) logical(-.31) organized(-.31) honest(-.30) steady(-.29)

ACL self-report scales: Personal Adjustment(-.51) Ideal Self(-.49) Favorable Items(-.46) Adult(-.46) Nurturing Parent(-.44)

CPI-MMPI scales: Ego Resiliancy(-.45) Autonomy(-.41) Social Desirability(-.41) Achievement via Conformance(-.40) Good Impression(-.34)